

Project selection criteria

In addition to the social and professional integration objectives, projects must meet the following criteria:

- **Location:** Projects should be carried out in France or in a country where Eiffage has a permanent presence (more than three years) so that they can be monitored locally. Contact the Eiffage Foundation to check whether the country is eligible.
- **Type of support:** The Eiffage Foundation mainly provides funding for investment purposes, always as part of co-financing arrangements, for up to one third of the project's total budget. The Foundation does not provide skills-based sponsorship. Employees are free to get actively involved and volunteer their skills.
- **Support from one or more current or retired Eiffage Group employees:** The person presenting the project should be personally and actively involved in the association.
- **The organisation:** The association or organisation developing the project must have a genuine vocation of general interest, be of proven social benefit and managed on a non-profit basis. An organisation that has already received funding from the Eiffage Foundation must wait two years before presenting a new project.
- **Suitability and sustainability:** The Selection Committee takes into account the project's diversity of partners, clarity and coherence, as well as its feasibility, exemplary nature and capacity to be reproduced.

Stages in the selection process

Before submitting your project, it is recommended that you contact the Foundation to identify the project and validate its eligibility: tel. +33 (0) 1 71 59 11 18.

① Project review

Funding applications are sent to the Foundation via the online platform no later than two months before the selection committee convenes.

The Foundation team makes an initial selection of applications according to the selection criteria. If necessary, the Foundation requests additional information from the employee / retired employee project supporter and / or the association.

② Meeting with the project organiser

The Foundation's team meets with the association representative and the employee supporter at the location of the project.

This first meeting serves to validate the feasibility of the project and envisage possible partnerships according to specific needs.

③ Presentation to the Selection Committee

A summary of the project is prepared by the Foundation and sent to the Selection Committee. The Committee convenes three times a year (in March, June and November) to decide on the allocation of funding. Submitted projects can be accepted unconditionally, accepted subject to certain conditions, be the object of recommendations, or rejected.

The Committee is made up of around fifteen people: members of the board (including four qualified experts) and various HR representatives from the Group.

④ Setting up the partnership

If the Selection Committee agrees to fund the project, a three-party partnership agreement is signed by the representative of the organisation, the employee/retired employee project supporter and the Foundation. The agreement specifies the amount of funding and the respective commitments of each party (performance criteria).

The project must be set up within a period of two years, otherwise the Eiffage Foundation may withdraw its funding commitment.